

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

BCTGM

News

SEPTEMBER/
OCTOBER 2018

VOLUME 20
NUMBER 5



SPECIAL POST-CONVENTION ISSUE



PRESIDENT DAVID B. DURKEE ADDRESSES DELEGATES TO THE 40TH CONSTITUTIONAL CONVENTION

BCTGM International President David B. Durkee delivered numerous speeches and remarks that brought delegates to their feet in thunderous applause throughout the BCTGM's 40th Constitutional Convention in Las Vegas, August 8-14. Printed here are some of those moments.

“As the constitutionally mandated decision-making body of the International Union, WE are here to take care of official union business, to chart the governance of our Union and to plan the course for the Union’s next four years. And we are here to be inspired. Inspired to strategize. Inspired to act. Inspired to mobilize. Inspired to organize. And inspired to resist the forces around us that threaten the middle class and the labor movement’s very survival.”

– On the importance of the BCTGM Convention

“Let me tell you there is absolutely no disillusionment regarding the fight in this International Union. There is absolutely no disillusionment regarding the fight in our Local unions. And there is absolutely no disillusionment regarding the fight in our membership.”

– On the fight of the BCTGM

“We need to organize non-union workers to increase our union density and give us more power at the bargaining table.”

– On the importance of organizing

“BCTGM negotiators understand that new challenges will always confront them at the bargaining table and that they must adapt to these new challenges. The BCTGM has developed quite the reputation for being a “fighting union” that won’t back down.”

– On overcoming challenges in negotiations

“Polling shows that young people have a higher opinion of the labor movement than does the older generations. Many young people see it as a way to fight back against an economy that offers them little stability. A way to fight back against the transfer of wealth.”

– On the importance of young people in the labor movement

Official Publication of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
10401 Connecticut Avenue, Kensington, Maryland 20895-3961
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www.bctgm.org

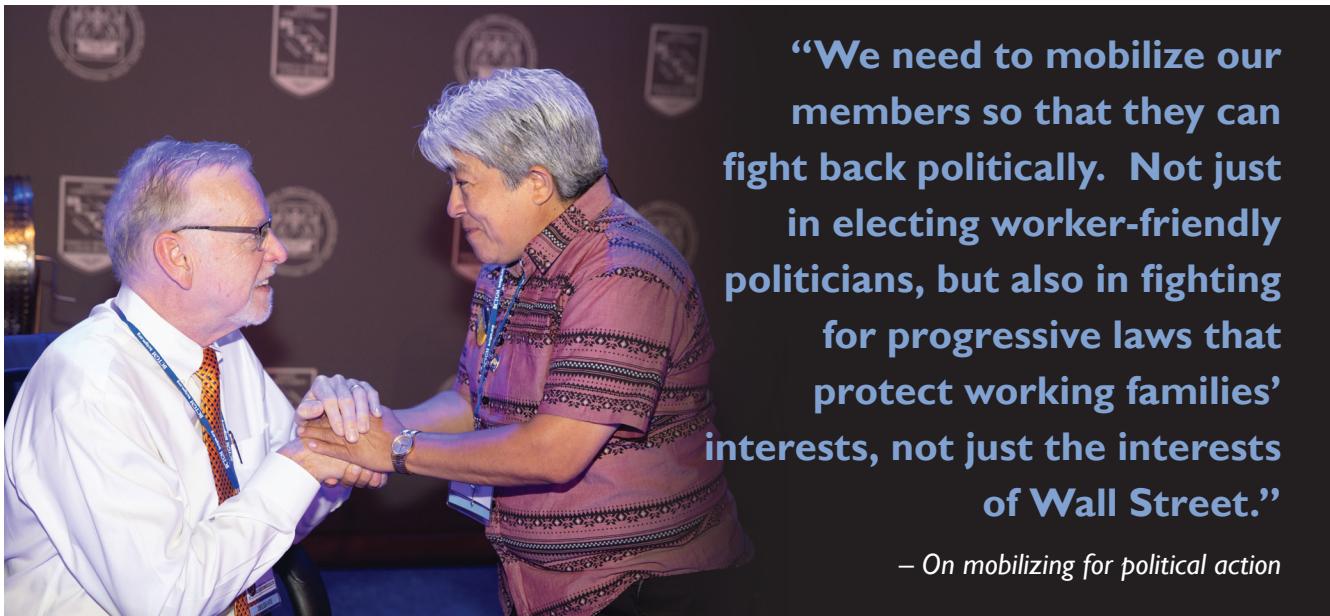
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Pierre Luc Duet • Paul LaBuda • Terry Lansing
Earl Lublow • Letitia Malone • Gary Oskoian • Paula Steig
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BCTGM News (ISSN 1525-4860) is published bi-monthly by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, 10401 Connecticut Avenue, Kensington, MD 20895-3961. Periodicals postage paid at Kensington, MD and at additional mailing offices. Subscription to new members only. Postmaster: Send address changes to BCTGM News, 10401 Connecticut Avenue, Kensington, MD 20895-3961.



“We need to mobilize our members so that they can fight back politically. Not just in electing worker-friendly politicians, but also in fighting for progressive laws that protect working families’ interests, not just the interests of Wall Street.”

– On mobilizing for political action

“For this great BCTGM Union, our “Fight” and our “Resistance” comes in a lot of different forms. It is taking to the streets to protect our pensions. It is going into hard-hit communities and organizing non-union workers. It is negotiating contracts with some of the largest, and most powerful multi-billion dollar corporations in the world. It is supporting political candidates that will truly look out for working peoples’ best interests. It is supporting other organizations that are fighting for economic justice. And it is standing hand in hand with those that are being most exploited.”

– On the way the BCTGM fights back against anti-union forces

“Our Union has one of the most impressive track records in the labor movement when

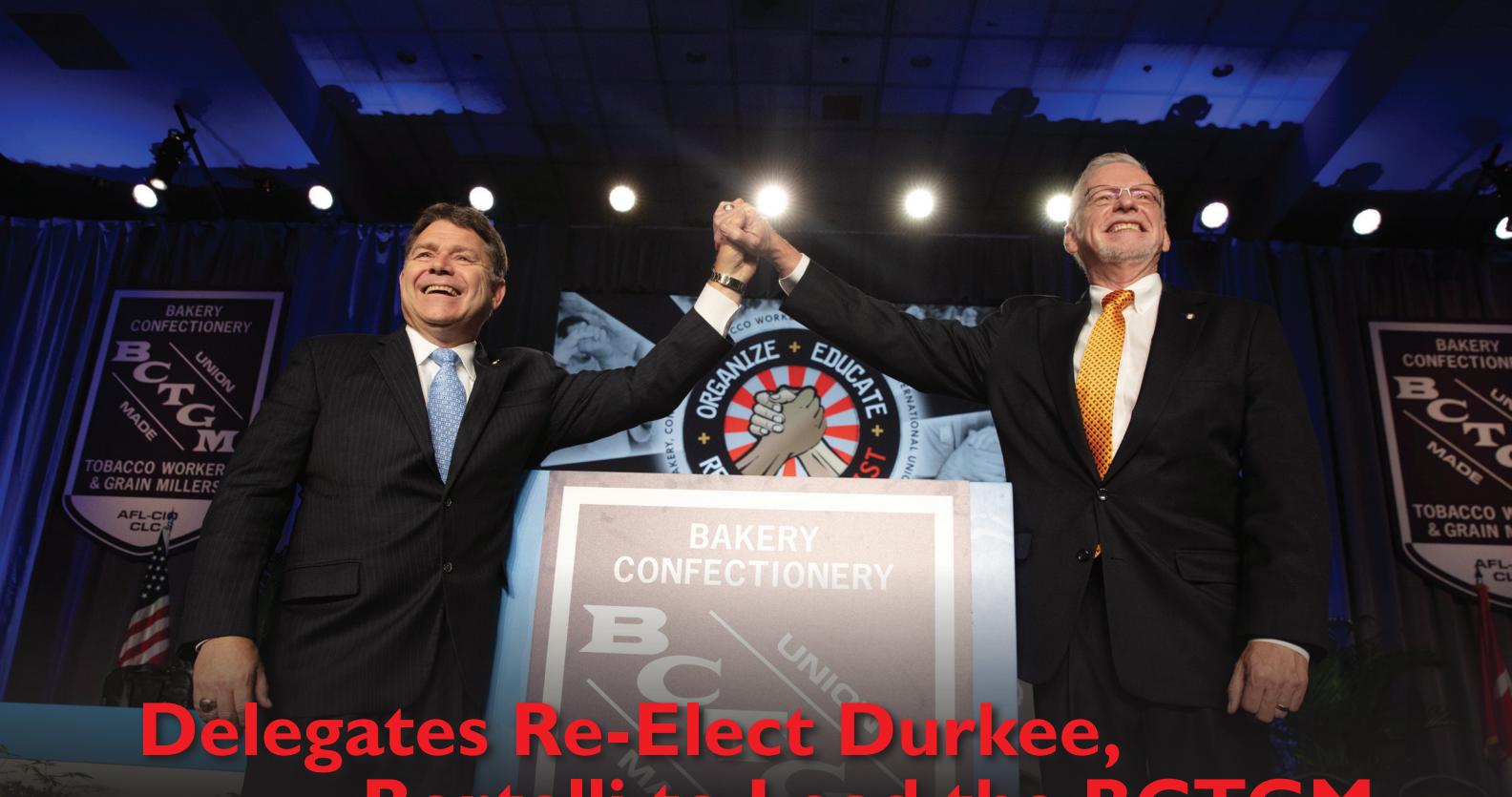
it comes to negotiating first contracts. This is a very impressive feat considering that data shows that less than half of newly organized workplaces actually achieve a first contract. Year after year we negotiate first contracts on almost 100% of the companies we organize.”

– On negotiating first contracts

“If we want to maintain and expand the middle class, we’ve got to organize non-union workers and then get them a collective agreement. This is not an easy process by any means, but it is something that all of us in this Hall must be committed to.”

– On the necessity of organizing and negotiating a first contract





Delegates Re-Elect Durkee, Bertelli to Lead the BCTGM

On Friday, August 10, delegates unanimously re-elected David B. Durkee as International President and Steve Bertelli as International Secretary-Treasurer.

Following the Convention Call to Order by International President David Durkee, the Committee on Committees presented the final report on credentials. The initial report by the Committee on Committees indicated there were 225 delegates, representing 97 Local Unions, with a total of 2,335 votes. With changes and deletions made, the Convention is represented by 222 delegates from 97 local unions with a total of 2,335 votes and 30 International Union delegates with 30 votes.

For the election of the International President, Durkee called upon retired International Executive Vice President Joe Thibodeau as the temporary chair of the Convention.

“It is a personal privilege and a distinct honor for me to be here to participate in this Convention. In accordance with Article IV, Section 3 of the Constitution of this International Convention, entitled Nominations, I hereby declare nominations for the office of President in order,” Thibodeau stated.

Local 53 (New York, N.Y.) President and General Executive Board member Joyce Alston

nominated David B. Durkee for International President.

“David is a man of uncommon devotion to his family and dedication to his union calling, and I am pleased to call him a friend. But I should also note that he is a friend of every working man and woman in the BCTGM. You can be assured of his commitment to serve all the members of every local union.”

Delegates unanimously elected Durkee as International President, followed by a standing ovation.

“It is an honor for me to serve you –not the other way around. Those who know me know I like a good fight. Sometimes they take a long time. Thank you for entrusting me with the honor of leading this great union,” President Durkee said as he thanked the delegates for re-electing him to a new four-year term.

Local 433 (Sioux City, Iowa) President and General Executive Board member Paula Steig nominated Steve Bertelli for the office of International Secretary-Treasurer.

“I have personally worked with Steve for many years and he has taught me a lot. He is always there for us and works hard on our behalf. I cannot think of a better man or trade unionist to help lead this great union,” Steig said.

Bertelli thanked the Convention for re-electing him to another term. “I humbly thank all delegates for your vote of confidence. Thank you and God bless.”



International Vice Presidents and GEB Elected

The delegates to the BCTGM 40th Constitutional Convention unanimously elected five Regional International Vice Presidents to lead the BCTGM's regions for the ensuing four years. Delegates also elected General Executive Board members to represent each of the BCTGM's Regions.

International Vice Presidents ▲

East-Central Region: Art Montminy

Midwest Region: Jethro Head

Southern Region: Anthony Shelton

Western Region: Shad Clark

Canadian Region: Ron Piercey

International General Executive Board

EAST-CENTRAL REGION

Joyce Alston, Pres. L. 53 (New York)

Tom Bingler, Bus. Agt. L. 36G (Buffalo, N.Y.)

Paul LaBuda, Pres. L.19 (Cleveland)

Gary Oskoian, Fin. Secy./Bus. Agt. L. 68 (Baltimore)

Jeff Webb, Fin. Secy./Bus. Agt. L. 25 (Chattanooga, Tenn.)

WESTERN REGION

Terry Lansing, Fin. Secy.-Treas. L. 114 (Portland, Ore.)

Doyle Townson, Fin. Secy., L. 31 (Long Beach, Calif.)

MIDWEST REGION

Paula Steig, Pres./Bus. Agt. L. 433 (Sioux City, Iowa)

Donald Woods, Pres. L. 1 (Chicago)

CANADIAN REGION

Earl Lublow, Fin. Secy. Treas. L. 468 (Vancouver, B.C.)

Pierre Luc Doucet, Pres. L. 261T (Quebec City)

SOUTHERN REGION

Letitia Malone, Pres./Bus. Agt. L. 149 (Memphis, Tenn.)

TOBACCO

John Bethel, Pres. L. 192T (Reidsville, N.C.)

Richard Davis, Pres.L. 203T (Richmond, Va.)

In Their Own Words...

The theme of the 2018 Convention was Organize. Educate. Resist. Persist.

Throughout the five-day proceedings, numerous videos were shared that highlighted the stories of BCTGM members as related to the theme. Video topics explored how union members are organizing, educating, fighting and persevering through the many challenges faced by workers during the previous four years.

A unique feature to the Convention was the involvement of BCTGM delegates on the stage. From the daily morning invocation and reception blessings, to the introduction of each video story, BCTGM members played an important role in creating a membership-centered Convention. Featured on these two pages are those union member delegates who took to the stage for some of the convention's most memorable moments.

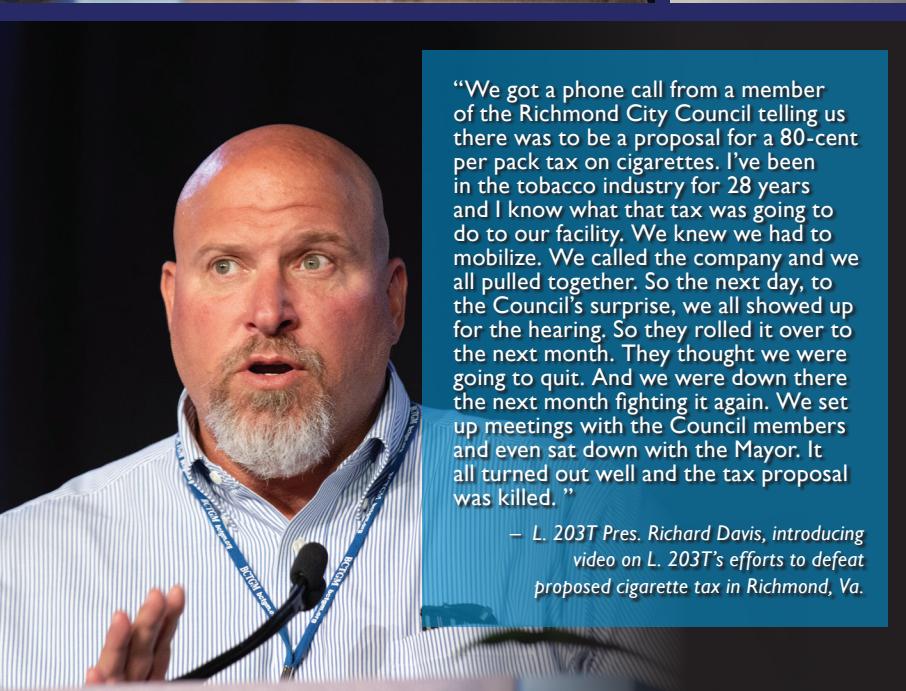


L. 25 Fin. Secy./Bus. Agt./GEB member Jeff Webb opened several Convention mornings with a special invocation and blessed the convention banquet dinner.



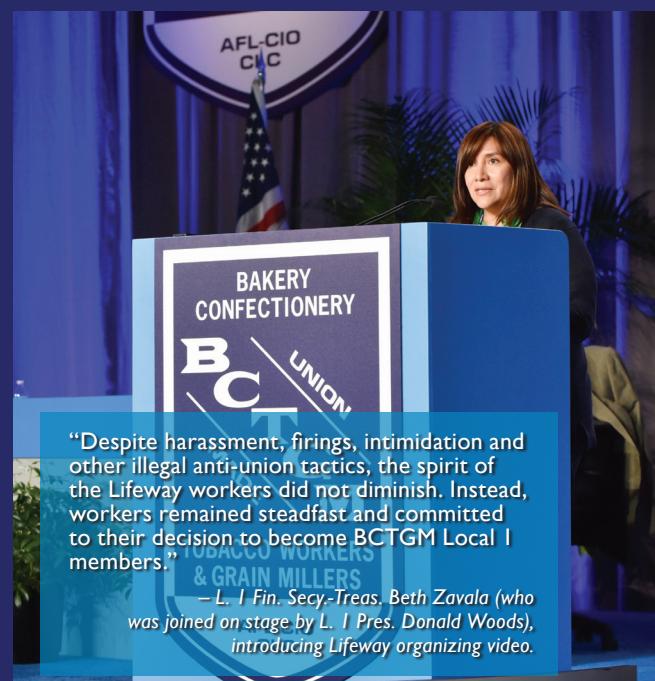
"In 2014, in Topeka, Kansas and Elkhart, Ind. the BCTGM completed the process of organizing each of Bimbo Baking's state-of-the-art, high performance bakeries in the U.S. – demonstrating once again that this Union speaks to the needs and aspirations of workers in our industries – regardless of the type of workplace or its location."

– L. 6 member Anthony Downing (who was joined on stage by L. 1 Pres. Donald Woods, L. 111 Fin. Secy./Bus. Agt. Michael Hines, Intl. Rep. Brad Schmidt) to introduce video featuring Bimbo Bakeries USA Lehigh Valley bakery.



"We got a phone call from a member of the Richmond City Council telling us there was to be a proposal for a 80-cent per pack tax on cigarettes. I've been in the tobacco industry for 28 years and I know what that tax was going to do to our facility. We knew we had to mobilize. We called the company and we all pulled together. So the next day, to the Council's surprise, we all showed up for the hearing. So they rolled it over to the next month. They thought we were going to quit. And we were down there the next month fighting it again. We set up meetings with the Council members and even sat down with the Mayor. It all turned out well and the tax proposal was killed."

– L. 203T Pres. Richard Davis, introducing video on L. 203T's efforts to defeat proposed cigarette tax in Richmond, Va.



"Despite harassment, firings, intimidation and other illegal anti-union tactics, the spirit of the Lifeway workers did not diminish. Instead, workers remained steadfast and committed to their decision to become BCTGM Local 1 members."

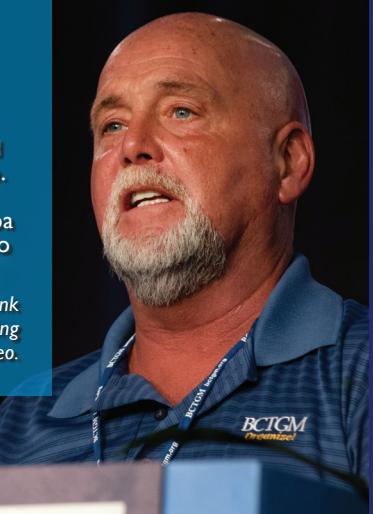
– L. 1 Fin. Secy.-Treas. Beth Zavala (who was joined on stage by L. 1 Pres. Donald Woods), introducing Lifeway organizing video.

Intl. Rep. Zach Townsend also opened several Convention sessions with a special worker-focused invocation.



"Local 6 continued to educate and inoculate workers on what management would do during the campaign and how the organizing committee must take an active role in the campaign if they wanted to win by a large margin. On August 3, 2017 the workers at Cargill Cocoa voted overwhelmingly to join BCTGM Local 6."

— L. 6 Pres./Bus. Agt. Hank McKay introducing Cargill Cocoa organizing video.



"Me getting my job back? It is strictly because of you all! I've had the pleasure of speaking from the steps of the governor's office and in city halls across the country. But it is because of the collective action by all of us that this campaign has made a difference. Thank you all because I am going back to work!"

— L. 300 member Anthony Jackson, comments on the Mondelez campaign

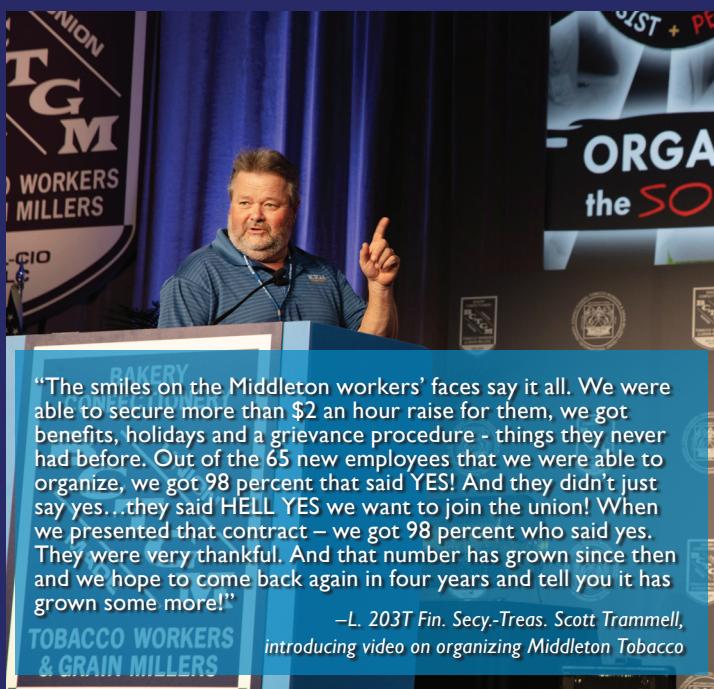


"I worked for 26 years at General Mills before the plant closure. This story has the best possible outcome. The plant was purchased by Mennel Milling – our flour supplier – who already had a relationship with Local 58G in Toledo, Ohio. We encouraged our membership to go to work for Mennel Milling as they would be needed for their experience, knowledge and skills to operate the plant. After the effects bargaining was successfully negotiated, which the members received a great severance package, we received immediate recognition and immediately elected a negotiating committee. We went to work right away on negotiating a first contract. With the support of longtime members working inside Mennel Milling, such as Nick Wolfe a 25-year member and Wilton Leathem – a 47-year member, and many others, they helped our ability to organize, educate, resist and persist and achieve our goal of a first contract for all of our members and their families."

— L. 57 Fin. Secy. Mark Lee, introducing video featuring Mennel Milling.



BAKERY



"The smiles on the Middleton workers' faces say it all. We were able to secure more than \$2 an hour raise for them, we got benefits, holidays and a grievance procedure - things they never had before. Out of the 65 new employees that we were able to organize, we got 98 percent that said YES! And they didn't just say yes...they said HELL YES we want to join the union! When we presented that contract – we got 98 percent who said yes. They were very thankful. And that number has grown since then and we hope to come back again in four years and tell you it has grown some more!"

— L. 203T Fin. Secy.-Treas. Scott Trammell, introducing video on organizing Middleton Tobacco

"I am certainly not an expert on pension funding. Not by any stretch. But I do know that my Union, the company I work for and the leadership of the B&C Fund are working hard every day to protect our benefits. And, they are all in full agreement that it is critical for Congress to pass legislation that provides for long-term, low-interest loans to pension funds such as the B&C Fund. This will help secure our pension benefits for the future."

— L. 6 member Danny Melendez, introducing "Protect Our Pensions" video.



BCTGM Delegates Set Agenda

The 40th Constitutional Convention of the BCTGM was called to order on Wednesday, August 8 and concluded on Tuesday, August 14.

The Convention was represented by 97 Local Unions, with a total of 222 local union delegates, and 30 International Union delegates including

Executive Officers, Vice Presidents, International Representatives and General Executive Board members.

The Constitutional Convention is the Union's highest decision-making body. Delegates to the 2018 Convention helped chart the BCTGM's course for the next four years.



agenda for the Next Four Years

There were 22 resolutions that were presented to and approved by Convention delegates.

Resolutions voted on by the delegates covered organizing, jobs, global solidarity, political action, retirement security, health and safety, collective bargaining,

Additionally, there were two resolutions that

concerned changes to the BCTGM International Constitution. Resolution 21 adds an Associate Membership Program for BCTGM Retirees to the Union's Constitution: Article XXVI Associate Membership Program – Retired Members. All Convention Resolutions can be reviewed at www.BCTGM2018Convention.org.



Organizing: The **SOUL** of the BCTGM

BCTGM Director of Organization John Price delivered the Organizing Report to the Convention, highlighting numerous organizing campaigns since the Union's last Convention in 2014. Price detailed organizing efforts at Lifeway Foods, Cargill Cocoa, Middleton Tobacco, SuperValu, Hostess Brands, Bimbo Bakeries, Golden Peanut, among others.

"The theme of this great convention is Organize... Educate...Resist...Persist. The first word is Organize. In order to be successful in anything we do as a union, we begin with organizing. Ironically, to be successful in organizing we must Educate, Resist and Persist," Price told delegates.

"Anyone who has been involved in an organizing campaign quickly understands that fear is our biggest obstacle when starting a campaign. To successfully encourage, embolden and empower workers to resist the company's empty promises, lies, threats and fear tactics we must thoroughly educate and inoculate them about management's anti-union campaign. We must educate and arm workers with the truth about the benefits of being a BCTGM Union member."

"To organize workers to become one strong united voice, we must inspire and rally workers to be persistent with the Union message. We must educate them about the power that comes from uniting together and joining the BCTGM," he added.

Price noted that the BCTGM continues to train and educate a new generation of organizers. Many of these new organizers are bilingual which enhances the Union's ability to communicate with more workers.

"Today we have so many tools to assist us with communicating with workers we are helping to organize. In our organizing efforts, we embrace all new technological tools and social media platforms to communicate and educate unorganized workers," Price said.

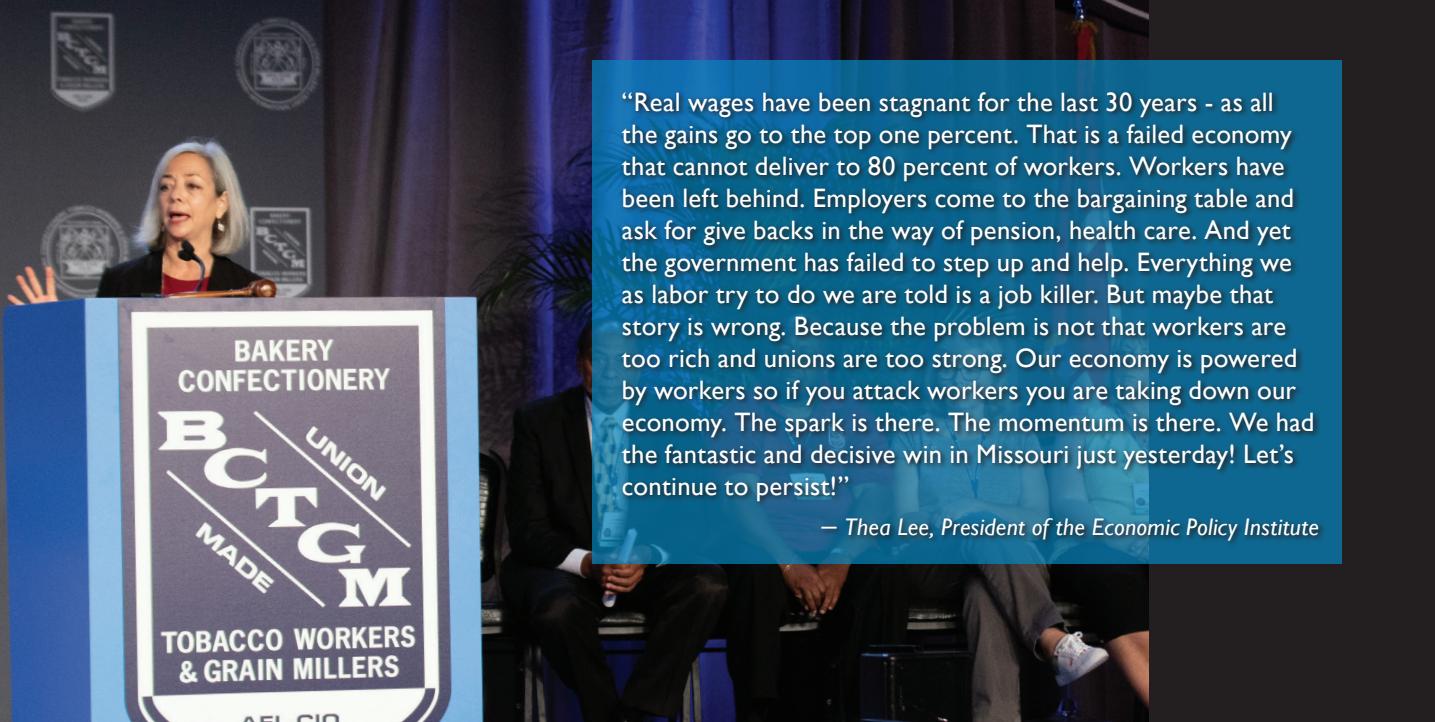
Price concluded his report noting that the BCTGM has successfully organized 6,188 workers into the BCTGM since the last convention.

"We can double, and even triple that number if we all get out and spread the message. Starting from this day forward we need to ORGANIZE! ORGANIZE! ORGANIZE!"



BCTGM International President Durkee, together with Director of Organization John Price, recognized 55 local unions that worked on an organizing campaign since the last convention in 2014.

2018 Convention Speakers



“Real wages have been stagnant for the last 30 years - as all the gains go to the top one percent. That is a failed economy that cannot deliver to 80 percent of workers. Workers have been left behind. Employers come to the bargaining table and ask for give backs in the way of pension, health care. And yet the government has failed to step up and help. Everything we as labor try to do we are told is a job killer. But maybe that story is wrong. Because the problem is not that workers are too rich and unions are too strong. Our economy is powered by workers so if you attack workers you are taking down our economy. The spark is there. The momentum is there. We had the fantastic and decisive win in Missouri just yesterday! Let's continue to persist!”

— Thea Lee, President of the Economic Policy Institute



“I am proud to say that I am the daughter of a union father. Growing up my father was a parking attendant at the Dunes hotel and casino right here in Las Vegas. As I got involved in fighting for policies for workers, I asked my dad what was important to him, a hard working union man. He told me that his union was the reason he could afford to have children. Because of his union, he has health care, good pay and benefits. And that is why I do what I do. It is a part of who I am and why I fight every day. Growing up my dad taught me the value of hard work. He rose up through the ranks but he never forgot where he came from. His goal was to help others succeed too. I grew up believing in fighting for one another and that is what my continued fight is in the U.S. Senate.”

— Senator Catherine Cortez Masto (D-Nevada)



BAKER CONFECTIONERY

“At the AFGE, we are organizing, organizing and organizing! There’s not one single problem in this country that cannot be corrected by having more union members. The answer to every problem: to pensions, to fair pay, end of discrimination, workplace treatment, health and safety – is having more union members in this country! And that is why our battle cry has to be organize, organize, and organize! Or we will die! The fact is we’ve only scratched the surface of our potential at AFGE and BCTGM. Our strength is our solidarity, our spirit and I dare say we have morality and justice on our side. The fact is that we do have power: power in numbers, power in members, power in activism, power in militancy, power in dignity and power in righteousness. We just have to mobilize that power, unleash it and let it loose upon the world. We must persuade every union member and every worker who wants to be a union member to act, to march, to organize, to attend rallies, to work phone banks, to go door-to-door, to speak up and speak out, to unlock the greatness that lies in all of us.”

— *J. David Cox, President of the American Federation of Government Employees (AFGE)*

“Here’s a great example of solidarity in action. The AFL-CIO has two programs – the Building Investment Trust and the Housing Investment Trust. For more than 30 years, these programs have created thousands of union construction jobs and provided over 10 million hours of work for the women and men working in the construction trades across the country – including the members of my union, IUPAT. And we have all of you to thank for that. Even though the BCTGM receives no man hours from these initiatives, your union, through your pension fund, has been the single largest investor. Thanks to all of you, millions of construction trades workers have had good family-supporting jobs. That, right there, is solidarity in action.”

— *Ken Rigmaiden, President of the International Union of Painters and Allied Trades (IUPAT)*



BAKER CONFECTIONERY

“I AM 2018 is part of what I call the movement moment that’s igniting all across this country. Everywhere you look, in the labor movement but also far beyond, we’re seeing a spontaneous surge of energy for freedom and justice. They’re fed up with the status quo and fired up to do something about it. With elections in less than three months, they are demanding accountability from their politicians. They are looking for new leadership that summons the very best American values, leadership that breeds respect instead of stoking resentment. The movement moment is a powerful force, but it’s also not guaranteed to succeed. It requires all hands on deck, all of us in the fray and on the very top of our game. We can’t afford to sit on the sidelines and hope for the best. This is a time for urgency and not complacency, for action and not apathy.”

— *Lee Saunders, President of the American Federation of State, County and Municipal Employees (AFSCME)*



BAKER CONFECTIONERY

"Thanks to the labor candidates program, the New Jersey State AFL-CIO has championed progressive reforms, including Paid Family Leave, Project Labor Agreements, prevailing wage, card-check in the public sector, and raising the minimum wage, all of which have served to enhance the health, safety, and economic well-being of millions of New Jersey families. We empower activists within labor and the community while strengthening partnerships between unions, AFL-CIO, state federations, CLCs, local unions and community partners. We improve voter registration and build power for unions and community partners. The Program allows us to develop a pro-worker legislative agenda and helps us organize through politics. And in the end, we help project a positive image of an active labor movement."

— Charlie Wowkanech, President New Jersey State AFL-CIO



TIME TO ORGANIZE

a poem by North Carolina AFL-CIO President MaryBe McMillan ▶

It's time to organize working people everywhere because there's too much corporate greed and we have families to feed.

There are so few jobs, no decent wages; inequality tops the news pages.

CEOs earn more and more, while the rest of us grow poor.

The bosses want their workers cheap, Meek and docile like sheep.

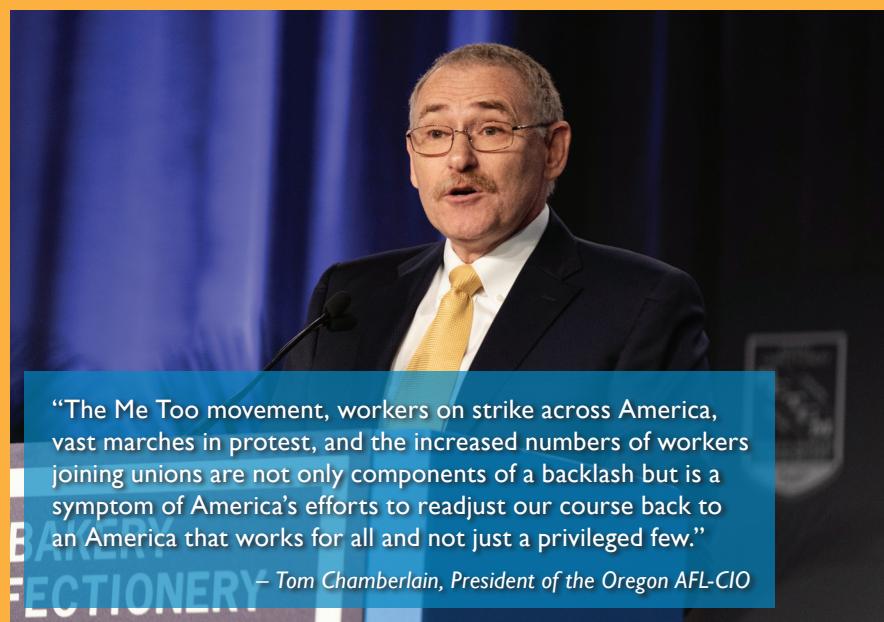
They move their companies South, hoping we won't give them any mouth. Well, imagine their surprise, as they watch the South arise.

From the mountains to the sea, working folks everywhere agree, now is the time to take a stand for justice throughout this land.

We'll organize every workplace, every town, and there will be no stopping us, no backing down.

In the face of our unity, injustice will crumble, it will crack, and victory will be ours.

Forward together, not one step back!



"The Me Too movement, workers on strike across America, vast marches in protest, and the increased numbers of workers joining unions are not only components of a backlash but is a symptom of America's efforts to readjust our course back to an America that works for all and not just a privileged few."

— Tom Chamberlain, President of the Oregon AFL-CIO



“I believe you are the solution to keeping democracy alive. Here and in the world. If humans do not organize and find their collective voice – we do not survive. Remember that the fight is on principles and commitment. We do not fight against flesh and blood. But power and principalities. The only way to break it – keep speaking that truth to power. Put on your full armor, keep your head up, we are all free – because as long as you consider yourself a slave you won’t get out. Put on your shield of faith and go out and fight the good fight – let’s organize! Organize and organize!”

— Baldemar Velasquez, the President and Founder of the Farm Labor Organizing Committee (FLOC)

“We aim to educate and activate people on issues related to Catholic social teaching. There are some basic tenants to that teaching. The first one is the God given dignity of each and every human being. Every single person has dignity. We teach that we are supposed to be in solidarity with everybody – no matter who they are or what they believe. We are all sisters and brothers – just like in the labor movement. Catholic social teaching insists on the preferential option for the poor; meaning, the needs of the poor come first. I have to be more concerned with lifting up the poor than helping the rich get richer. That’s the Gospel’s call. And Catholic social teaching insists on the dignity of human labor.”

— Laurie Konwinski, Catholic Charities



“Today we need each other more than ever. Increasingly, IUF affiliates recognize that they need the support of others. And they need us organizing, educating, resisting and critically persisting to build a world where rights and decent jobs are the norm and not the exception. Leaving a world where the race to the bottom is all we know is something we should be ashamed to hand to future generations of workers. The IUF’s mantra is organize, fight and win. Of course, you know from your own struggles, that even when we get organized, we cannot always guarantee that we win. But let me state the obvious: if we neither organize nor fight, we can sure as hell guarantee we will lose. And losing is nowhere in the DNA of the IUF, and I know it is nowhere in the DNA of this great union, the BCTGM!”

— Ron Oswald, Retired IUF General Secretary



2018 Convention Committees

Delegates attending the 40th Constitutional Convention, the union's highest decision-making body, helped plan the BCTGM's next four years.

Each of the 109 Local Unions represented at the Convention, as well as the International General Executive Board, was given an opportunity to submit resolutions to the Convention for consideration.

Throughout the course of the Convention, delegates considered 22 resolutions. Prior to the Convention, the Committee on Committees assigned each resolution to a specific Convention Committee. In addition to the Committee on Committees, other Convention Committees included: Constitution, Finance, Organizing, Political Action, and Resolutions. The Committees are made up of local union delegates and advised by an International Officer or International Staff.

During Committee meetings, each resolution was thoroughly discussed and debated. Once each group reached a consensus on its assigned resolutions, a report was submitted to the Convention body, with a recommendation for action. Delegates were then given the opportunity to debate the committee recommendation and



Committee on Committees

vote for or against the adoption of each resolution. In addition to setting the agenda for the next four years, this procedure provides the membership with a voice in the policy-making process of the International Union.

The resolutions presented to the delegates covered such topics as retirement security, organizing, political action, trade, health & safety, collective bargaining, and community partnerships. In addition, there was one resolution amending the BCTGM Constitution. A full list of Committee members, together with all resolutions passed by the Convention can be reviewed at www.bctgm2018convention.org.



Committee on Resolutions

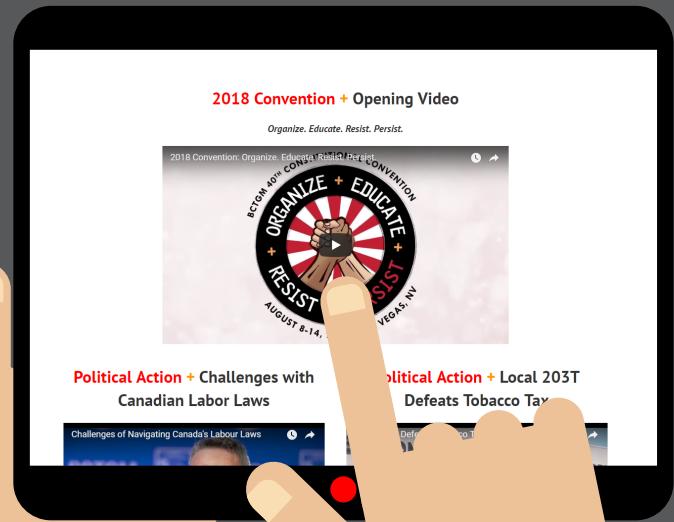


2018 Convention Recap Online!

Recap all of the action from the 2018 BCTGM Convention online! All speeches, delegate action and special Convention videos are now available online to watch and share. Whether you were at the Convention or not, check out the most memorable moments online:

www.bctgm2018convention.org!

- ✓ VIDEOS OF SPEAKERS
- ✓ DAILY BLOG SUMMARIES
- ✓ PHOTOS
- ✓ BCTGM WORKER VIDEOS
- ✓ RESOLUTIONS PASSED



www.bctgm2018convention.org

